

# Department of Children and Families

## Tribal Consultation Action Plan

### May 2016 to May 2017

The Department of Children and Families and the federally recognized Indian Tribes of Wisconsin held a consultation meeting on May 11, 2016. This Implementation Plan is the result from that consultation meeting. The plan is a set of mutually agreeable short and long term strategies to address issues of interest to Tribes. The Department and the Wisconsin Indian Tribes agree to collaborate on these strategies and provide staff support as required to successfully achieve these outcomes by May 2017.

Item 1: Revisit High Cost Pool application and allocation process	Responsible Party: DSP-BPOHC and ICW Directors
<p><b>History:</b> The Tribal High Cost Pool is statutorily created and funded with tribal gaming funds. At the 2016 DCF Tribal Consultation meeting, tribal representatives requested DCF to consider revising the current Tribal High Cost Pool policy so that requests for reimbursement are pro-rated instead of being issued on a first come, first serve basis.</p>	
<p><b>Outcome/Update:</b> DCF consulted with the tribes at the September and November 2016 Intertribal Child Welfare Directors' meetings. Based on the consultations a revised policy was developed that was supported by the ICW Directors. The policy was also reviewed by the Wisconsin Counties Human Services Association (WCHSA) prior to finalization.</p>	
<p><b>Resources:</b> <a href="https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2017-03.pdf">https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2017-03.pdf</a></p>	
Item 2: Identify capacity building opportunities for tribes	Responsible Party: DCF Tribal Liaison in collaboration with all DCF Divisions
<p><b>History:</b> At the 2016 DCF Tribal Consultation, tribal representatives requested a comprehensive list of available capacity building opportunities for tribes from DCF.</p>	
<p><b>Outcome/Update:</b> Attached is a comprehensive list compiled by the DCF Divisions and Programs that details funding and capacity building opportunities for tribes that are available from DCF.</p>	
<p><b>Resources:</b> <a href="https://dcf.wisconsin.gov/files/tribal/pdf/DCF-funding-capacity-building-tribes-2016.pdf">https://dcf.wisconsin.gov/files/tribal/pdf/DCF-funding-capacity-building-tribes-2016.pdf</a></p>	

Item 3: Create and provide a list of funding sources that are available to tribes	Responsible Party: DCF Tribal Liaison in collaboration with all DCF Divisions
<p>History:</p> <p>At the 2016 DCF Tribal Consultation, tribal representatives requested a comprehensive list of available funding for tribes from DCF.</p>	
<p>Outcome/Update:</p> <p>Attached is a comprehensive list compiled by the DCF Divisions and Programs that details funding and capacity building opportunities for tribes that are available from DCF.</p>	
<p>Resources:</p> <p><a href="https://dcf.wisconsin.gov/files/tribal/pdf/dcf-funding-capacity-building-tribes-2016.pdf">https://dcf.wisconsin.gov/files/tribal/pdf/dcf-funding-capacity-building-tribes-2016.pdf</a></p>	
Item 4: Look at opportunities for providing credit for life experience	Responsible Party: DECE
<p>History:</p> <p>At the 2016 DCF Tribal Consultation and the January 2016 GLITC Meeting, many tribal representatives expressed concern that the child care providers in their communities were not able to meet the qualifications for the YoungStar Program despite being quality providers by community standards. Secretary Anderson suggested that we look into opportunities to provide credit for prior experience.</p>	
<p>Outcome/Update:</p> <p>Institutions of Higher Education may offer credit for prior learning and award degree credit(s) to individuals who can demonstrate relevant skills and knowledge that they have previously acquired through non-traditional schooling, work or other life experiences. Credit for Prior Learning (CPL) can help child care teachers and child care providers ease into the higher education system. In Wisconsin, each college has its own process of evaluation established. The process requires the teacher/provider to document relevant experiences. Examples include: Training completion certificates, portfolio development that reflects work experiences and transcripts if available.</p>	
<p>Resources:</p> <p>WECA YouTube video on Credit for Prior Learning: <a href="https://youtu.be/_p3a_3eFXRU">https://youtu.be/_p3a_3eFXRU</a>. T.E.A.C.H. scholarship counselors at Wisconsin Early Childhood Association (WECA) are available to help connect individuals to the early childhood program area that supports this at each Institution of Higher Education: 1-800-783-9322, ext. 7240 or email <a href="mailto:teach@wisconsinearlychildhood.org">teach@wisconsinearlychildhood.org</a>.</p>	
Item 5: Ability for tribal police departments to provide finger printing services	Responsible Party: DECE
<p>History:</p> <p>At the 2016 DCF Tribal Consultation, representatives from the Lac du Flambeau Tribe expressed concerns that their tribal law enforcement officers were unable to collect fingerprints for child care providers.</p>	
<p>Outcome/Update:</p>	

Any local law enforcement agency that offers fingerprinting may do so. The law enforcement agency should not submit the cards to WI DOJ because it requires certain codes for the day care record check. The fingerprint cards should be submitted by the tribal child care staff.

**Resources:**

FAQ #17 of the Fingerprint-Based Criminal Background Checks FAQ – Certified Operators  
(<https://dcf.wisconsin.gov/files/ccregulation/cccertification/fingerprint-checks-faq.pdf>).

Item 6: Provide a list of counties that provide transitional job and subsidized employment programs.

Responsible Party: DFES

**History:**

At the 2016 DCF Tribal Consultation, tribal representatives requested a list of locations where DCF contract agencies provide subsidized employment programs.

**Outcome/Update:**

DCF administers subsidized employment for individuals participating in the Wisconsin Works (W-2) program in several locations listed below. It also administers two subsidized employment programs for individuals that are not in the W-2 program called Transitional Jobs and Transform Milwaukee Jobs. These programs are offered in the city, counties, and multi-county service areas listed below. The DCF subsidized employment programs are all operated by contract agencies, and they are not administered through the county social service or human service agency. Contact information for each agency, maps of the areas served by subsidized employment programs, and descriptions of the programs are contained in the attached PowerPoint presentation.

W-2 Programs offer a subsidized employment program called TEMP in the following locations:

TEMP For Custodial Parents: City of Beloit (Forward Services), Dane County (Forward Services), Milwaukee County (UMOS, America Works, Ross Innovative Solutions, Maximus), Kenosha County (ResCare), and Racine County (ResCare)

TEMP For Non-Custodial Parents: Dane County (Forward Services), Milwaukee County (America Works, Ross Innovative Solutions, Maximus), and Marathon County (Forward Services)

Transitional Jobs and Transform Milwaukee Jobs Programs are separate from the W-2 program, with different eligibility requirements. They are offered in the following locations:

City of Beloit (Community Action, Inc.), Racine County (UMOS), Forest/Langlade/Menominee/Florence County (UMOS), Ashland/Bayfield/Iron/ Rusk/Sawyer/Taylor County (Northwest Wisconsin CEP), and Milwaukee County (UMOS, Employ Milwaukee).

**Resources:**

<https://dcf.wisconsin.gov/files/tribal/pdf/dfes-subsidized-employment-slides-032017.pdf>